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Industrial Disputes, Australia

The number of disputes (strikes or lockouts), employees involved and working days lost; cause of dispute; duration; and the reason work resumed

Reference period March 2025

Released 11/06/2025

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Key statistics

In the March quarter 2025:

- 44 disputes occurred.
- 10,300 employees were involved and 13,900 working days lost.
- disputes occurred in 8 industries and in 6 states and territories.

During the year ended March 2025, there were 189 disputes and a total of 136,200 working days lost.

Key statistics

	Quarter		Year ended	
	December Quarter 2024	March Quarter 2025	March Quarter 2024	March Quarter 2025
Number of disputes (no.)				
New	49	34	193	180
Total	69	44	207	189
Employees involved ('000)				
New	21.7	8.9	51.8	85.2
Total	25.2	10.3	52.9	85.4
Working days lost ('000)	53.8	13.9	108.3	136.2

Overview

In the March quarter 2025, there were:

- 44 disputes, a decrease from 69 in the previous quarter.
- 10,300 employees involved, a decrease from 25,200 in the previous quarter.
- 13,900 working days lost, a decrease from 53,800 in the previous quarter.

Year ended estimates:

- 189 disputes occurred, 18 less than in the previous year.
- 136,200 working days were lost, 27,900 more than in the previous year.

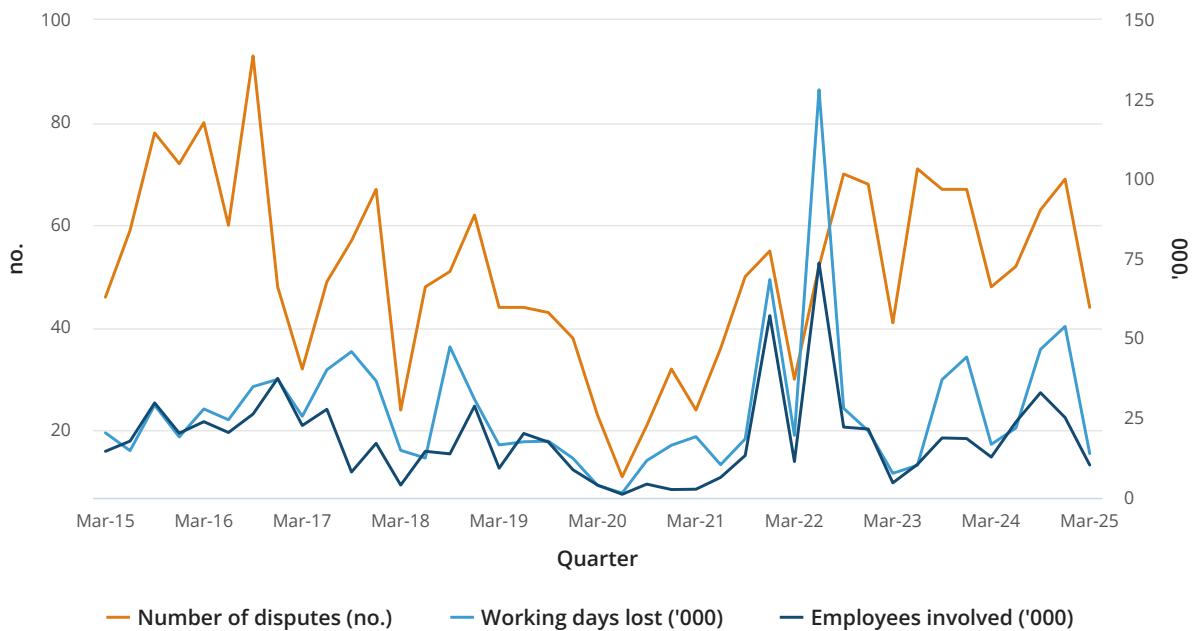
Industrial disputes which occurred during the quarter

	Number of disputes		Employees involved		Working days lost
	New (no.)	Total (no.)	New ('000)	Total ('000)	('000)
March Quarter 2023	33	41	4.1	4.7	7.7
June Quarter 2023	57	71	9.6	10.5	10.2
September Quarter 2023	53	67	17.4	18.8	37.1
December Quarter 2023	47	67	14.3	18.6	44.2
March Quarter 2024	36	48	10.6	12.8	16.8
June Quarter 2024	43	52	23.6	23.8	21.9
September Quarter 2024	54	63	30.9	33.0	46.6
December Quarter 2024	49	69	21.7	25.2	53.8
March Quarter 2025	34	44	8.9	10.3	13.9

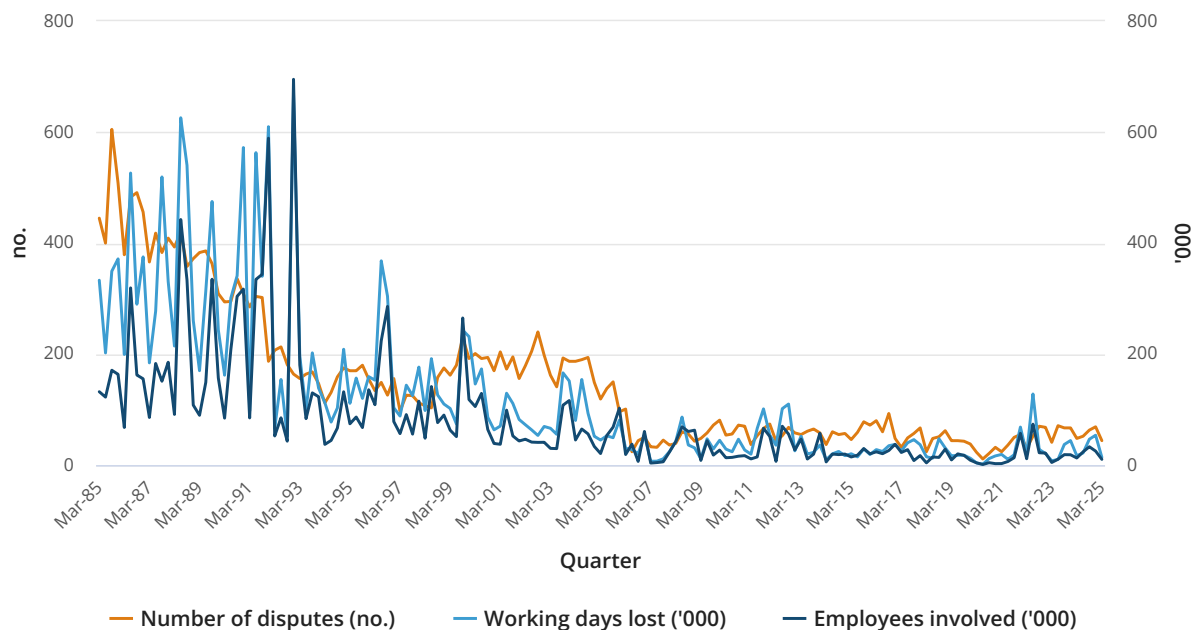
Long-term trends

The level of industrial disputation over recent years is considerably lower than in the 1980's and prior decades.

Industrial disputes in the last 10 years, Australia



Industrial disputes historical series, Australia



Industry

In the March quarter, disputes occurred in eight industries. Just under a third (30%) of the total working days lost were in the Other Manufacturing industry.

Industrial disputes which occurred during this quarter, industry

		December Quarter 2024		March Quarter 2025	
		Working days lost ('000)	Working days lost per thousand employees (no.)	Working days lost ('000)	Working days lost per thousand employees (no.)
Mining					
	Coal mining	1.0	22.6	np	np
	Other mining	np	np	np	np
Manufacturing					
	Metal product etc (a)	3.6	11.3	1.8	5.6
	Other manufacturing	np	np	4.1	8.2
Construction		7.5	6.7	3.4	3.0
Transport, postal & warehousing		33.0	49.6	2.7	4.1
Education & training; Health care & social assistance		6.4	1.9	np	np
Other industries (a)		1.7	0.2	1.0	0.1
All industries		53.8	4.0	13.9	1.0

(a) see Glossary - [Industry \(/methodologies/industrial-disputes-australia-methodology/mar-2025#glossary\)](#) - for details of industries included

(np) not available for publication but included in totals where applicable, unless otherwise indicated

States and territories

Disputes occurred in six states and territories in the March quarter, the highest (43%) of the total working days lost occurring in Victoria.

Industrial disputes which occurred during the quarter, states and territories

	December Quarter 2024		March Quarter 2025	
	Working days lost ('000)	Working days lost per thousand employees (no.)	Working days lost ('000)	Working days lost per thousand employees (no.)
New South Wales	15.0	3.6	2.6	0.6
Victoria	27.7	7.9	6.0	1.7
Queensland	5.4	2.0	4.2	1.5
South Australia	np	np	0.6	0.7
Western Australia	4.2	2.8	0.5	0.3
Tasmania	np	np	-	-
Northern Territory	0.2	1.5	0.1	0.5
Australian Capital Territory	0.6	2.3	-	-
Australia	53.8	4.0	13.9	1.0

(-) nil or rounded to zero (including null cells)

(np) not available for publication but included in totals where applicable, unless otherwise indicated

Cause of dispute

Most industrial disputes are Enterprise Bargaining (EB) related. Over the past 10 years, disputes over employment conditions have generally been the most prevalent.

EB related issues were the cause of 90% of disputes (53 of 59) which ended in the December quarter 2024.

Cause of dispute for disputes which ended during the quarter

	September Quarter 2024			December Quarter 2024		
	Number of disputes (no.)	Employee s involved ('000)	Working days lost ('000)	Number of disputes (no.)	Employee s involved ('000)	Working days lost ('000)
Enterprise Bargaining related						
Remuneration	13	1.5	2.0	12	2.0	9.5
Employment conditions	23	3.9	16.8	41	20.8	46.4
Other	1	-	0.4	-	-	-
Non-Enterprise Bargaining related						
Remuneration	1	0.2	0.4	-	-	-
Employment conditions	1	np	np	-	-	-
Health and safety	3	np	np	4	1.0	0.8
Job security	1	np	np	-	-	-
Managerial policy	-	-	-	-	-	-
Union issues	-	-	-	-	-	-
Other	-	-	-	2	23.0	24.5
Total	43	5.8	19.8	59	46.7	81.3

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Working days lost

Working days lost is a measure of the length of a dispute, relative to the number of employees involved.

Of the 59 disputes which ended in the December quarter, 6 lasted 10 days and over. These disputes had:

- 2,500 employees involved; and
- 31,300 working days lost.

Working days lost for disputes which ended during the quarter

	September Quarter 2024			December Quarter 2024		
	Number of disputes (no.)	Employees involved ('000)	Working days lost ('000)	Number of disputes (no.)	Employees involved ('000)	Working days lost ('000)
Up to and including 1 day	21	np	np	29	20.9	14.2
Over 1 day and up to including 2 days	8	1.3	1.7	14	20.7	24.7
Over 2 and less than 5 days	7	1.4	5.2	7	1.8	6.2
5 and less than 10 days	4	0.8	4.5	3	0.8	5.0
10 days and over	3	np	np	6	2.5	31.3
Total	43	5.8	19.8	59	46.7	81.3

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Reason work resumed

The reason work resumed relates to the last day of action taken. Resumption of work can occur without resolution to the issues that triggered the dispute.

There was a pre-determined return to work for 86% of disputes (51 of 59) which ended in the December quarter 2024.

Reason work resumed for disputes which ended during the quarter

	September Quarter 2024			December Quarter 2024		
	Number of disputes (no.)	Employees involved ('000)	Working days lost ('000)	Number of disputes (no.)	Employees involved ('000)	Working days lost ('000)
Negotiation without intervention of a third party	3	0.1	1.8	6	3.0	24.1
State legislation	-	-	-	-	-	-
Federal legislation	1	np	np	-	-	-
Pre-determined return to work	34	5.5	17.7	51	43.6	57.1
Resumption without negotiation	4	np	np	2	0.2	0.1
Mediation	1	0.1	0.1	-	-	-
Other reasons	-	-	-	-	-	-
Total	43	5.8	19.8	59	46.7	81.3

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Data downloads

Time Series Spreadsheets

[Download all \(492.9 KB\)](#)

Table 1: Industrial disputes which occurred during the period

[Download XLSX](#)
[58.73 KB]

Table 2a: Industrial disputes which occurred during the period, working days lost, industry

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[54.55 KB]

Table 2b: Industrial disputes which occurred during the period, working days lost per thousand employees, industry

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[54.23 KB]

Table 3a: Industrial disputes which occurred during the period, working days lost, states and territories

[Download XLSX](#)
[63.6 KB]

Table 3b: Industrial disputes which occurred during the period, working days lost per thousand

employees, states and territories

↓ [Download XLSX](#)
[62.56 KB]

Table 4a: Industrial disputes which ended during the period, cause of dispute

↓ [Download XLSX](#)
[96.02 KB]

Table 4b: Industrial disputes which ended during the period, working days lost per employee involved

↓ [Download XLSX](#)
[64.12 KB]

Table 4c: Industrial disputes which ended during the period, reason work resumed

↓ [Download XLSX](#)
[81.49 KB]

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Previous catalogue number

This release previously used catalogue number 6321.0.55.001.

Methodology

[Industrial Disputes, Australia methodology, March 2025](#)